

**State of Arizona Developmental Disabilities Planning Council
Annual Planning Retreat
Friday, February 11, 2011, 8:00 a.m. – 4:00 p.m.
Crowne Plaza Hotel, 4300 East Washington Street, Phoenix**

MEETING NOTES

Welcome and Introductions

Participants were welcomed and introductions made, including Will Humble, DDPC Chairperson; Matt McMahon, newly appointed Council member; Larry Clausen, DDPC Executive Director; Sheryl Matney, Information and Technical Assistance Center for Councils on Developmental Disabilities; John Radovich, DDPC Intern; and B. J. Tatro, B. J. Tatro Consulting (facilitator).

Desired Results for Today's Retreat/Review of the Agenda

B. J. Tatro reviewed the desired results for today's retreat, which are to lay the foundation for the development of the State Plan, and the agenda.

Our Mission

Council members worked in small groups to identify the DDPC's beneficiaries ("who"), the functions of the DDPC ("what"), and the overarching reason for its existence ("why") and then shared and reflected on their responses. There was considerable consistency in the answers of the small groups. Following is a summary of the ideas that were shared.

Who does the DDPC exist to serve/benefit?

- People with developmental disabilities and their families
- Service agencies and programs that serve persons with developmental disabilities
- Elected officials and other policy makers (public and private sectors)
- The community at-large/everyone

What does DDPC exist to do?

- Listen
- Articulate the values of the developmental disabilities community
- Educate and engage the public, elected officials, other policy makers about developmental disabilities and related issues
- Promote communication about issues among stakeholders and with the community
- Serve as a resource for information and support
- Advocate
- Build capacity
- Promote systems change
- Serve as a springboard for innovation
- Provide financial support in mission-critical areas

Why does DDPC exist?

- Because it is the right thing to do
- To ensure that the voices of persons with developmental disabilities are heard
- To heighten awareness and understanding
- To fulfill its mandate to act on behalf of the developmental disabilities community
- To improve services and supports
- To break down barriers
- To promote the rights of persons with developmental disabilities
- To facilitate change
- To foster the full participation/integration of persons with developmental disabilities in the community, to promote acceptance
- To increase quality of life
- To enrich the community

The DDPC does not currently have a mission statement. These ideas may be used to draft a mission statement.

Our Vision: *One Community Working Together*

Council members were asked to reflect on the current vision statement (*One Community Working Together*) and comment on the implications of the vision for future planning and action. Following is a summary of their comments.

- We embrace and promote diversity in all its forms (including not only abilities, but also age, gender, etc.).
- We are not disability-specific.
- By embracing diversity, we overcome adversity.
- We encourage and support healthy dialogue within our Council and community (which sometimes means there will be tension), but we are one community with a common vision and shared goals. We should speak with one voice in the community.
- We have many opportunities...to support employment, financial independence, social engagement, etc.
- We should spread the word, promote increased awareness, and change the language the community uses to talk about persons with developmental disabilities.

Our Values

Council members again worked in small groups to identify the major beliefs and values that will guide their future work. There was much consistency among the small groups with regard to the answers. Similar concepts were grouped and there was a brief discussion about what each would look like in practice. Following is a summary of the ideas that were shared.

- Integration, inclusion, acceptance, valuing of full participation, quality of life
 - In practice, the Council would highlight successes, work to remove barriers, advocate for inclusive employment, reach out in other venues (e.g., the annual transition

conference), participate in groups with a shared agenda (e.g., the Alliance for Full Participation), and hold joint meetings with groups with a shared agenda.

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- Diversity
 - In practice, the Council would highlight successes and demonstrate diversity in its membership, in the selection of its projects and the development of its plans, and in its leadership.
- Respect, dignity, compassion
 - In practice, the Council would serve as a model in its written and verbal language and in its actions. It would focus attention on the implications of budget cuts and policies (e.g., TSA searches). It would serve as a repository, promote, and educate about best practices in a proactive manner.
- Results-oriented, purposeful, planning, focus
 - In practice, the Council would establish clear goals and measurable outcomes and stay focused on these.
- Opportunity, equal opportunity, equality, rights, potential, no limits
 - In practice, the Council would promote the rights of and opportunities for persons with developmental disabilities and those who support them. Persons with developmental disabilities would be actively participating in all aspects of the Council's work.
- Community
 - In practice, the Council would engage in outreach and would get the message out that everyone benefits from the inclusion of persons with developmental disabilities.
- Education, learning community
 - In practice, the Council would seek to continue to learn—from others and from its own experiences.
- Passion, making things happen
 - In practice, the Council would be energized to make good things happen.

The Council does not currently have a statement of values and beliefs. These ideas may be used to draft such a statement.

Our Presence in the Community

Council members divided into three groups to address the question of how it wants to be viewed by three constituencies: 1) persons with developmental disabilities, 2) families, and 3) partner organizations. Following is a summary of the ideas shared by the three groups.

Persons with Developmental Disabilities

The group said they would like for the DDPC to be viewed as:

- Practical
- Resourceful
- Results-oriented
- Partners in advocacy
- Inclusive
- A sounding board
- A safe haven

- Trustworthy

Families

The group said they would like for the DDPC to be viewed as:

- A resource on
 - Disabilities
 - Services and supports
 - Transportation
 - Job development/training
- Unified in its proactive advocacy on behalf of and with persons with developmental disabilities
 - With the Legislature and in the community
 - Toward common goals
 - In support of self-advocacy
 - A vehicle for networking
- An open forum, where concerns can be discussed

Community Partners

The group said they would like for the DDPC to be viewed by community partners (including business/employers, legislators, the Governor's Office, and service providers) as:

- Active
- Results-oriented
- Pro-active
- Forward thinking
- Innovative
- Incubating
- Involved
- Influential
- Transparent
- Welcoming
- Credible
- Covering the entire age span
- Broadly representative

They would like for DDPC to be known as the “go-to” agency for information and referral and for its advocacy.

Role of a Council Member/The Road Ahead: Developing the State Plan

Sheryl Matney spoke to the Council about their role as a Council member and, later in the retreat, about requirements for developing the State Plan. (A PowerPoint presentation was provided.)

Children with Special Health Care Needs

During lunch, Marta Urbina (Arizona Department of Health Services, Office for Children with Special Health Care Needs) shared some data on children with special health care needs and some strategies

that have been adopted by other State Developmental Disabilities Councils. (A PowerPoint presentation was provided.)

Report on the Comprehensive Review and Analysis

Stephen Gaarder (Sonoran UCEDD, University of Arizona) presented preliminary data from the Comprehensive Review and Analysis (CRA). Steve identified four themes: 1) access to services and supports, 2) communication among stakeholders, 3) community inclusion, and 4) independence. (A PowerPoint presentation was provided.) Following his presentation, Council members offered reactions and comments on the implications of the data for the State Plan and the work of the Council. Comments included the following.

- There were no surprises.
- The low number of survey returns was disappointing.
- People do not know what services and supports are available to them.
- There is a shortage of services and supports.
- Schools need to really listen to what students and families say.
- With the recent funding cuts, what can DDPC do that makes a difference but does not cost much (e.g., coordination)?
- We need to reach the next generation of taxpayers.
- Funding requirements put restrictions on creativity (e.g., due to billing codes and service taxonomies).
- What has changed? What can be expected to change?

Priorities and Strategies

Working in small groups, Council members were asked to identify up to three results they would like for the DDPC to achieve in the next five years and the methods that should be employed to achieve that result.

They were asked to identify results that met the following criteria:

- Could be achieved within five years
- Is within DDPC control (or at least influence)
- Would have maximal impact
- Is feasible to do within available resources
- Is supported by data
- Is aligned with the purpose of the Developmental Disabilities Act
- Is aligned with the Council mission, vision, and values (as articulated today)

They were asked to select methods from the following list of action types, taken from the State Plan guidance document:

- Outreach
- Training
- Technical assistance
- Supporting and educating communities
- Interagency collaboration and coordination
- Coordination with related councils, committees, programs

- Barrier elimination
- Systems design and redesign
- Coalition development and citizen participation
- Informing policymakers
- Demonstration of new approaches to services and supports
- Other

Priorities identified included the following.

Employment (Desired Result = Increased community integrated employment) (2 of 3 groups included this as a priority)

Recommended methods include:

- Identifying incentives for employers to hire individuals with developmental disabilities
- Identifying and removing barriers for employers, including regulatory barriers
- Identifying resources needed to encourage self-employment
- Addressing systems design and re-design
- Demonstrating new approaches to employment-related services and supports
- Building coalitions and fostering citizen participation

Information Resource (Desired Result = DDPC is an information resource for consumers, families, and policymakers)

Recommended methods include:

- Supporting and educating communities
- Creating a data dashboard
- Interagency collaboration and coordination
- Outreach
- Barrier elimination
- Informing policy makers

Transportation (Desired Result = Increased number of individuals with developmental disabilities using public transportation)

Recommended methods include:

- Training
- Supporting and educating communities
- Demonstrating new approaches to services and supports

Independent Living (Desired Result = Will have developed and implemented a developmental disabilities/independent living clearinghouse for independent living and shared living)

Recommended methods include:

- Coalition development
- Demonstration of new approaches and services

Self-Advocacy (Desired Result = AZ DDPC is well-known throughout the state and across the United States)

Recommended methods include:

- Provide recognition (example: Special Education Yes I Can campaign)

Looking back at the priorities suggested, Council members noted that they hoped that the DDPC would be a catalyst for change, foster collaboration, and raise expectations.

Next Steps

In order to meet the timelines for completion of the State Plan, a draft will need to be completed by June. The expectation is that there will be about four to six goals. One must be related to self-advocacy. Council members identified three workgroups and volunteered. Members not present will be invited to join at least one of the workgroups. Work group members were asked to commit to three meetings by April 1, with the possibility of teleconferencing.

The workgroups are: 1) Employment, 2) Empowering People with Information (becoming a trusted source of information), and 3) Inclusion (including the transportation, and independent living priorities listed above). It was noted that each of the three workgroups should address self-advocacy then combine their ideas into one self-advocacy goal. Work groups will be asked to review the Council's partner agency goals that relate to the same concepts, in order to promote coordination of efforts.

Evaluation of the Retreat

Council members were asked to complete and submit the Meeting Evaluation and Reflections form.

Adjourn

Chairperson Will Humble adjourned the meeting.